

Capital Soccer Club Inc

Executive Director / CEO

EIN 342034406

VT · NTEE N64

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Eric Bagley, Executive Director / CEO** (\$67,383) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: Eric Bagley — reported title “DIR OF ADMIN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

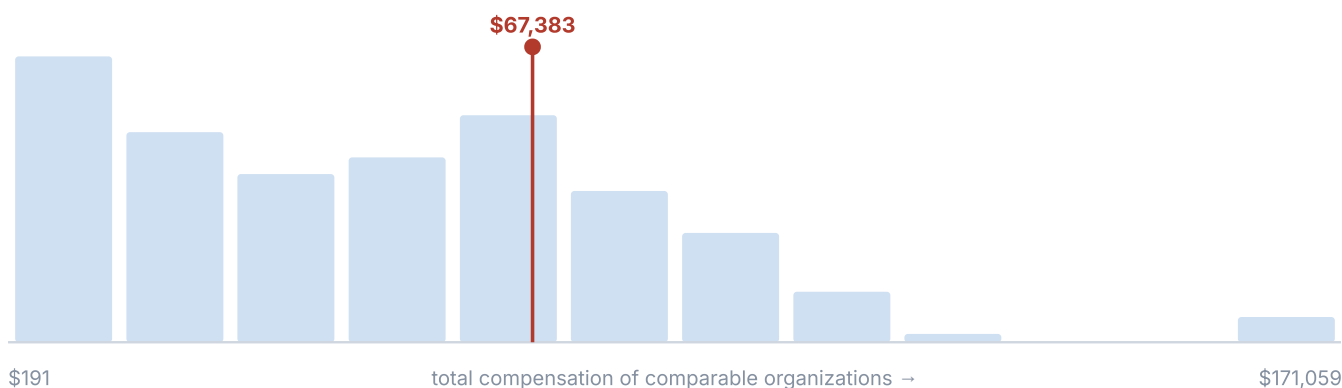
SECTOR Organizations sharing the subject's NTEE classification (N64).

BUDGET Total revenue between \$324,038 and \$725,460 — 0.67x to 1.50x the subject's \$483,640 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N64), nationwide + budget 0.67–1.5x revenue.

169 organizations qualified on sector, size, and geography → **169** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,684	\$19,410	\$49,704	\$69,904	\$91,082	\$67,383
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to VT cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dillsburg Area Soccer Club	PA	\$484,650	Member At La	\$6,740	\$6,875	2023
Northern New Mexico Soccer	NM	\$482,064	Executive Di	\$48,771	\$53,656	2023
Champlain Valley Educator Development	VT	\$485,885	Executive Director	\$108,280	\$111,478	2023
Niskayuna Soccer Club Inc	NY	\$487,589	Coaching Coordinator	\$10,250	\$8,965	2025
Bridge City Soccer Academy	OR	\$478,987	President & Executive Director	\$63,935	\$60,731	2023
Polonia Youth Soccer Club	WI	\$489,625	Executive Director	\$20,000	\$21,365	2023
Georgetown Football Club Inc	KY	\$489,744	President	\$4,675	\$4,990	2024
Cascade Soccer Club	WA	\$490,773	Director	\$47,951	\$42,653	2024
Cottonwood Football Club	UT	\$492,452	President	\$12,000	\$12,202	2024
Advantage Academy Inc	AR	\$493,419	Ceo	\$79,984	\$89,323	2024
Essex County Youth Soccer Association	MA	\$472,877	Referee Assignor	\$30,500	\$27,230	2024
North Carolina Rush Triad Soccer Club Inc	NC	\$472,369	Vice President - Operations	\$61,291	\$64,777	2023
Rising Stars World Soccer Inc	FL	\$495,462	Director	\$48,000	\$44,800	2024
Saints Soccer Academy	OR	\$496,234	President	\$101,100	\$96,034	2023
Wilmington Soccer Academy	NC	\$469,581	President Treasurer	\$53,750	\$55,178	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amherst Soccer Association Inc	NY	\$498,408	Director Of Coaching	\$55,924	\$51,690	2023
Wauaukee Area Soccer Club	WI	\$498,606	Treasurer	\$38,000	\$38,412	2025
Cyclone Soccer Hollywood Inc	FL	\$467,992	President	\$53,000	\$49,467	2024
Urban Champions Academy	TX	\$503,861	President & Ceo	\$22,000	\$21,864	2024
West Florida Soccer Club Inc	FL	\$463,075	President	\$950	\$887	2024
Tyler Soccer Association Inc	TX	\$505,880	Registrar/of	\$21,000	\$20,870	2024
Hernando Soccer Club Inc	FL	\$459,870	President	\$5,400	\$5,040	2024
Des Moines Soccer Club	IA	\$459,360	President	\$11,040	\$12,364	2023
Cheyenne Soccer Club	WY	\$511,810	Board Member	\$62,965	\$66,987	2024
Ac Inspire	PA	\$455,175	President	\$52,450	\$51,966	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to VT cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

Sample, role match & sensitivity

PEER COUNT 169 organizations. Compensation range \$191–\$171,059; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$483,640); for reference, expenses \$483,642 and assets \$311,495.

ROLE MATCH Eric Bagley, reported title "*DIR OF ADMIN*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 rd
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	73 rd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness • 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Eric Bagley) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 169 similarly situated organizations (Same NTEE sector (N64), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,383 is reasonable (approximately the 73rd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.